**Resilience At Work Scale**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| How much does each item describes you personally from 1 = not at all to 7=very much | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. I have important core values that I hold fast to in my work life
 |  |  |  |  |  |  |  |
| 1. I am able to change my mood at work when I need to
 |  |  |  |  |  |  |  |
| 1. I know my personal strengths and I use them regularly in my work
 |  |  |  |  |  |  |  |
| 1. The work that I do helps to fulfill my sense of purpose in life
 |  |  |  |  |  |  |  |
| 1. My workplace is somewhere where I feel that I belong
 |  |  |  |  |  |  |  |
| 1. The work that I do fits well with my personal values and beliefs
 |  |  |  |  |  |  |  |
| 1. Generally I appreciate what I have in my work environment
 |  |  |  |  |  |  |  |
| 1. When things go wrong at work, it usually tends to overshadow the other parts of my life (R)
 |  |  |  |  |  |  |  |
| 1. Nothing at work ever really “fazes me” for long
 |  |  |  |  |  |  |  |
| 1. Negative people at work tend to pull me down (R)
 |  |  |  |  |  |  |  |
| 1. I make sure I take breaks to maintain my strength and energy when I am working hard
 |  |  |  |  |  |  |  |
| 1. I have developed some reliable ways to relax when I am under pressure at work
 |  |  |  |  |  |  |  |
| 1. I have developed some reliable ways to deal with the personal stress of challenging events at work
 |  |  |  |  |  |  |  |
| 1. I am careful to ensure that my work does not dominate my personal life
 |  |  |  |  |  |  |  |
| 1. I often ask for feedback so that I can improve my work performance
 |  |  |  |  |  |  |  |
| 1. I believe in giving help to my work colleagues, as well as asking for it
 |  |  |  |  |  |  |  |
| 1. I have a good level of physical fitness
 |  |  |  |  |  |  |  |
| 1. I am careful about eating well and healthily
 |  |  |  |  |  |  |  |
| 1. I have friends at work whom I can rely on to support me when I need it
 |  |  |  |  |  |  |  |
| 1. I have a strong and reliable network of supportive colleagues at work
 |  |  |  |  |  |  |  |

Winwood, P. C., Colon, R., & McEwen, K. (2013). A practical measure of workplace resilience: Developing the Resilience at Work scale. *Journal of Occupational and Environmental Medicine, 55*(10), 1205-1212. doi: 10.1097/JOM.0b013e3182a2a60a

Calculate your overall score by a) reverse counting item 8 and 10 and then b) summing up your numbers and dividing them by 20.

The higher your number (max 7), the more resilient you are.

Items are color coded in relation to the components of the Raw scale. You can see for which group you have the lowest score, which then is the area you may want to focus on the most to build resilience.

**Components:**

**Items 1-3: Living authentically** (three items). Interpretation: This factor is seen to represent knowing and holding onto personal values, deploying personal strengths, and having a good level of emotional awareness and regulation

**Items 4-7: Finding one’s calling** (four items): Interpretation: This factor is essentially associated with seeking work that has purpose, a sense of belonging and a fit with core values and beliefs.

**Items 8-10: Maintaining perspective** (three items). Interpretation: This factor concerns having the capacity to reframe setbacks, maintain a solution focus, and manage negativity

**Items 11-14: Managing stress** (four items). Interpretation: This factor speaks of using work and life routines that help manage everyday stressors, maintain work life balance, and ensure time for relaxation.

**Items 15-16: Interacting cooperatively** (two items). Interpretation: This factor refers to a workplace work style that includes seeking feedback, advice, and support as well as providing support to others

**Items 17-18: Staying healthy** (two items). Interpretation: This factor identifies a pattern of maintaining a good level of physical fitness and a healthy diet

**Items 19-20: Building networks** (two items). Interpretation: This factor concerns a pattern of developing and maintaining personal support networks (which might be both within and outside the workplace).